

Assistant Director for Manpower
Office of Civilian and Defense Mobilization

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Director of Personnel
Central Intelligence Agency

Proposed Bill on Reserve of "Less than Executive Level"

REFERENCE: Your Memorandum, 14 January 1959, Same Subject

1. In reviewing the subject bill, comparisons have been made with the previous proposal drawn up by the Civil Service Commission and sent this Agency for comment on 9 July 1958 by the Office of Civilian and Defense Mobilization. Experience gained to date in establishing and recruiting a Civilian Specialist Reserve for the CIA has also been considered in making these informal comments.

2. The objective of the CIA in this effort is to organize and train a group of very modest size composed of individuals having specialized skills who are cleared and ready to augment our permanent staff at very short notice. To meet these objectives it has been found necessary to:

a. Give pre-emergency training away from place of residence for persons selected in accordance with regular employment standards. Since the basic qualification is already possessed by the individual this is refresher training only and a two weeks per year limitation would not be unreasonable.

b. Pay such persons when called in for pre-emergency training at a rate comparable to that paid regular employees doing comparable work.

c. Appoint such persons to our rolls in a fashion which requires only the issuance of travel orders to bring them on duty either for pre-emergency training or for emergency duty.

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d. Pay travel expenses and per diem in lieu of subsistence from the time such persons leave their places of residence to report for training until their return.

e. Have the assurance that individuals designated to the CIA Civilian Specialist Reserve would be recognized as a priority group with respect to civil defense requisition or emergency manpower freeze which might interfere with the reservist reporting for duty in an emergency.

3. The Civil Service Commission bill, commented on favorably by this Agency in our memorandum of 23 July 1958 to the OCHM, provides for all of these requirements except the last. On the other hand, the draft bill which is the subject of this memorandum does not provide for the requirements and in two sections places restrictions that would hinder our objective. Section 2 of this latest draft prohibits reservists from being or becoming employees or officers of the Federal Government by reason of civilian reserve status. Section 3b places a 20% limitation on number on duty in a pay status at one time and leads to administration and training problems and expense, particularly with a small group. Furthermore, this section makes salary payments dependant upon a showing of hardship and inequity. This provision introduces elements of uncertainty as to what can be offered the individual and raises questions of discriminatory treatment within a group to which morale and "esprit" are all important.

4. For these reasons, this Agency cannot support the proposed bill in its latest form, although we remain most interested in the purpose behind it.

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Director of Personnel